



# Competence Profile

## Personal Profile

16

An introduction to dialogue about personality based competencies

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Profile	
Name	Demo Personprofil
Company	Garuda AS
Date	Wednesday, October 24, 2018

*Providing People with Opportunities*

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# 1. Social Variables

<b>Profile no.</b>	181125191635363241
<b>Name</b>	Demo Personprofil
<b>Tag</b>	No information
<b>Folder</b>	Garuda demo profiler
<b>Department</b>	No information
<b>Enter date</b>	Wednesday, October 24, 2018
<b>Last edit</b>	Sunday, November 25, 2018
<b>Time Used</b>	1 hour 23 minutes 46 seconds

## Personal information

<b>Gender</b>	Male
<b>Age</b>	46 - 50
<b>Education</b>	Primary
<b>Practical experience and training</b>	Technical, mechanical, apprenticeship training
<b>Responsibilities</b>	Employee

## Functions Data

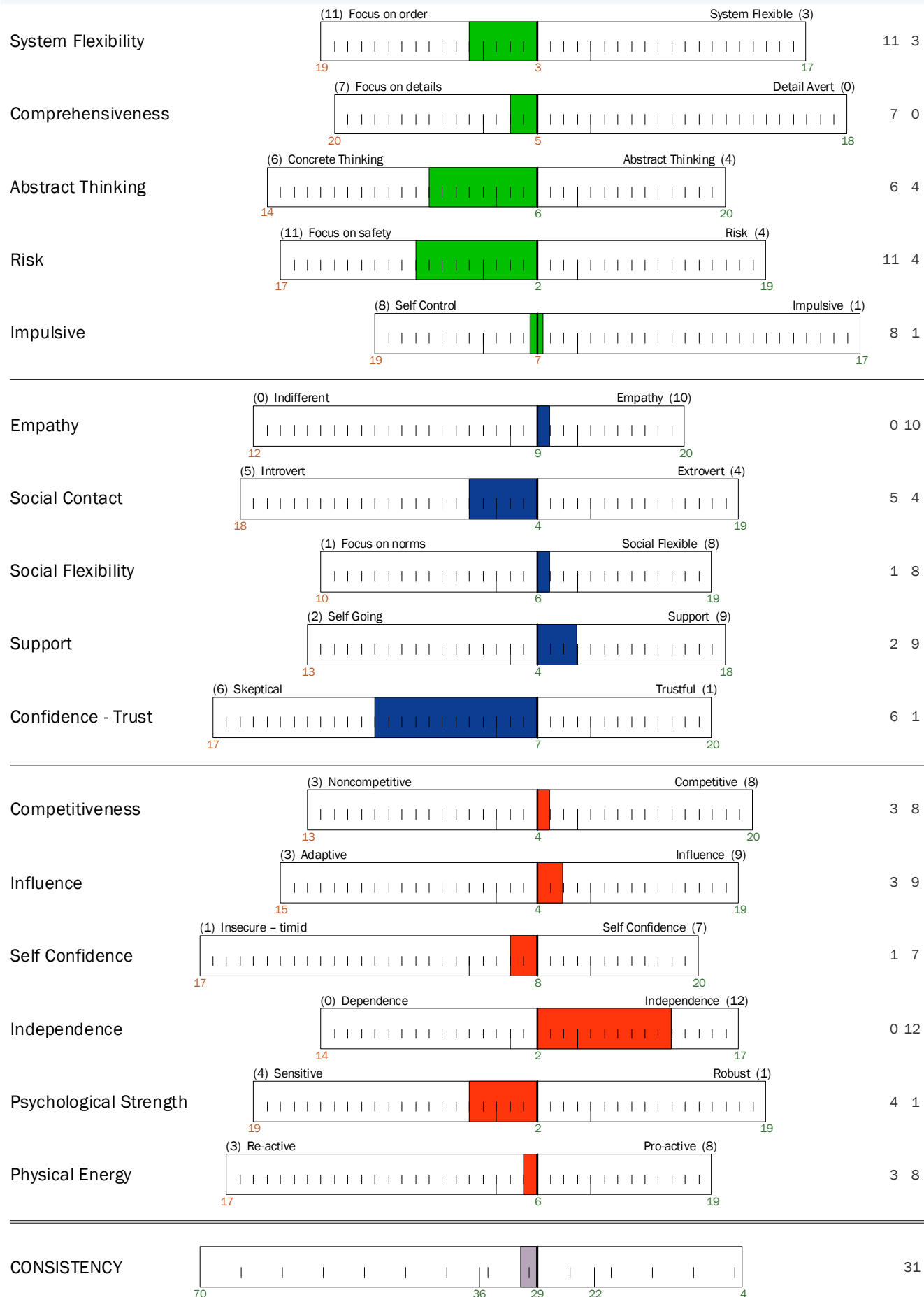
<b>Main focus of work experience</b>	Sales, goods
<b>Title</b>	Consultant
<b>Unemployment</b>	Presently employed. (Have never been unemployed for more than 4 months)
<b>Number of years in the organization you are employed in now</b>	More than 10 years
<b>Are you currently employed in a</b>	Privat organization
<b>Nationality</b>	DANMARK
<b>Language</b>	Dansk

## Comment

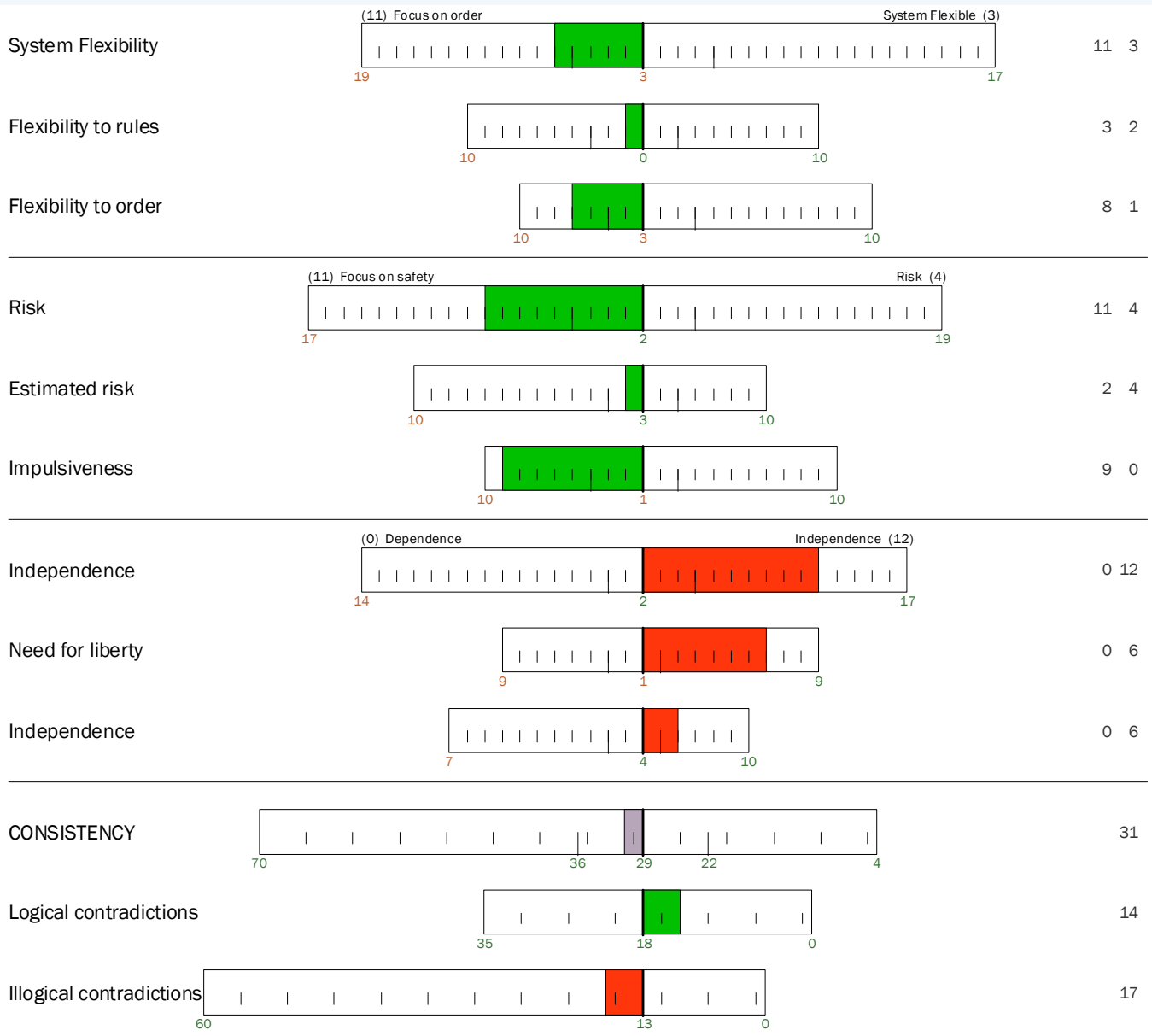
This profile was entered on the internet.  
 The respondent used 1 hour, 23 minutes and 46 seconds to fill in the questionnaire.  
 Password: 42SSS2

Additional information:  
 E-Mail: XXXXXXXXXXXXXXXXXXXX

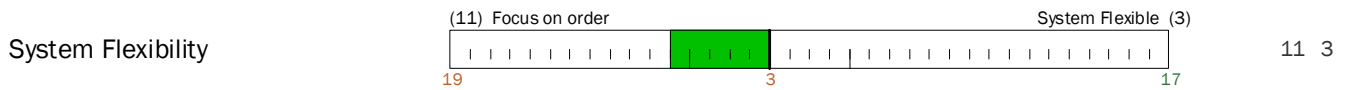
## 2. Personal Profile



### 3. Expanded Profile



## 4. Evaluation of individual trait

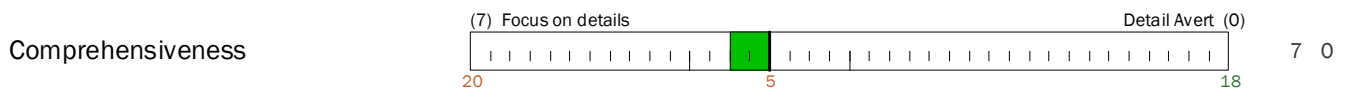


Personal evaluation

Demo is a very systematic and organized person when solving tasks. D.P. sticks to the established rules and within the given frames. Needs to organize and plan things in advance. Can find it difficult if he cannot predict by himself what is going to happen. Feels uncomfortable if things change too much.

Reverse side

The reverse side may be that D.P. is so governed by rules, structures and discipline that he gets stuck in his own thoroughness and other people's rules and authority. This may limit his ability to see other methods of doing things and especially limit the ability to be flexible and act independently. It can be established whether or not and to what degree this is the case, during the dialogue.

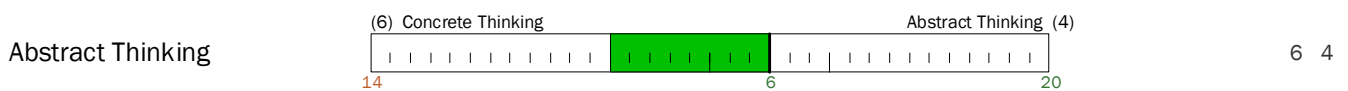


Personal evaluation

Demo is a very careful and detail orientated decision-maker. D.P. does not like loose ends and unfinished things. Works hard and thorough with all tasks. Can find it difficult to leave an unfinished task, for example to start on a more important task. Having knowledge of the details is important and things have to be finished, in place and in order before D.P. feels comfortable and moves on to the next task.

Reverse side

The reverse side may be that D.P. never feels that all the details are completely in order as they should be and therefore has a hard time letting go of a task and finishing it. Like having glue on one's fingers. The problem may be that D.P. has difficulty distinguishing essential details that must be in order, from details that can be adjusted at a later time or that never will be perfectly in order. How well this describes D.P. may be established during the dialogue.

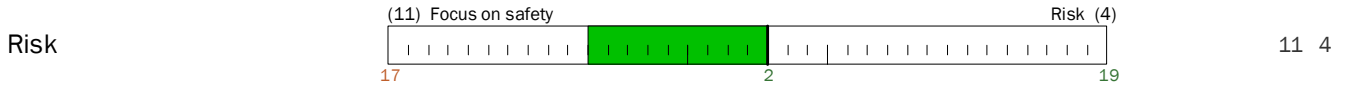


Personal evaluation

Demo works best with tasks, where no significant abstract or theoretical efforts are demanded. Prefers practical tasks, where the specific physical effort is the most important.

Reverse side

The reverse side may be that D.P. quickly gives up when it comes to seeking and receiving new information and studying written instructions. For this reason he may have difficulty learning new functions and work methods. Whether or not and to what degree this is the case should be established during the dialogue.

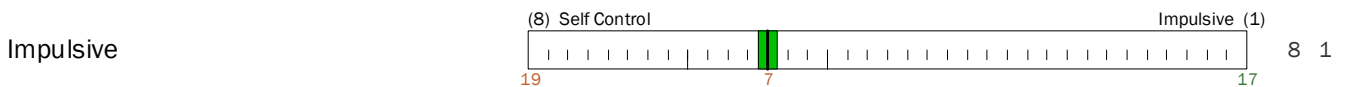


Personal evaluation

Demo is a very careful, calculating and security oriented decision-maker. D.P. seeks to minimize any possible risks and therefore avoids making decisions if there is the least doubt or uncertainty about the consequences. Does not like to make mistakes and for the same reason only works with tasks where the results can be calculated or predicted.

Reverse side

The reverse side may be that D.P. is so cautious and security-oriented that he becomes paralyzed when changes are made to everyday tasks and routines. D.P. may have such a significant need for predictability during everyday working life that this limits his readiness to change and ability/will to work with new tasks. Whether or not this is the case and what consequences this might have, should be established during the dialogue.



Personal evaluation

Demo apparently is fairly good at keeping balance between the more self controlled and the more spontaneous reactions. Does not hide or suppress emotions and reactions. On the other hand D.P's answering patterns also indicate that he emphasizes being able to control emotions and behaviour when needed and consequently is able to stay calm and collected under pressure.

Reverse side

The answering pattern could indicate that D.P. consciously makes an effort to control a strong temper. If and when successfully under control, you will see a well balanced person. But sometimes this self-control may fail, in which case you may be surprised by his sharp and spontaneous reactions. Whether or not and to what degree this is the case, should be established during the dialogue.



Personal evaluation

Demo is fairly conscious of understanding other people's intentions, feelings and motives. Focuses on people, situations and relations that have a direct and personal influence on his daily well being, but perhaps does not use much energy on understanding people and relations that do not have an impact on his everyday life.

Reverse side

The reverse side may be that D.P's interest in other people's background, motives and behaviour may hinder him in acting "neutral" in situations where feelings are involved. In such situations he may lose the ability to make objective decisions - especially if it is likely to create any consequences of negative feelings. The question that must be explored during the dialogue is; if this person's empathy can be used constructively in social and collaboration relations.

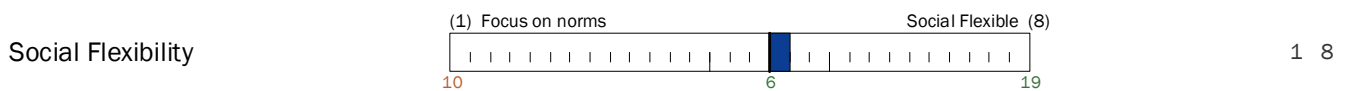


Personal evaluation

Demo is not an active, out-going or contact seeking kind of person unless it becomes necessary in regards to daily work. D.P. is not likely to take initiative to social small talk or other social gatherings that go beyond what is necessary for daily task solving. Keeps to himself and to his defined group of family and friends.

Reverse side

The reverse side may be that D.P's social behaviour and contact with others is so introvert and/or that of a loner that he has difficulty creating social and work related relations in situations where it would serve helpful. Whether or not this is the case, and to what degree, may be established during the dialogue.

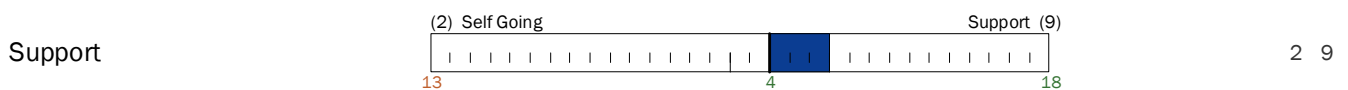


Personal evaluation

Demo puts great emphasis on social discipline and that people make an effort to stick to their agreements and do things right, but can show tolerance, patience and understanding towards people who may have difficulties living up to given norms and demands.

Reverse side

What is most important here is to establish D.P's ability to find the right balance, according to the situation, between the more disciplined and inflexible behaviour. On one hand, the high demands to himself and others and on the other hand the ability to adapt/accept a more relaxed attitude towards different social norms.



Personal evaluation

Demo has a certain need for psychological support and acceptance. Would like to feel accepted and praised for his efforts. Doesn't take any new initiatives of importance without knowing in advance that he is being supported and backed up by the surroundings. Works best when there is consensus about things and when other people like him.

Reverse side

The reverse side may be that D.P. has difficulties functioning optimally in more independent job functions where social togetherness, small-talk, support and attention is limited. Whether this is the case and what consequences this might have should be established during the dialogue.



Confidence - Trust



6 1

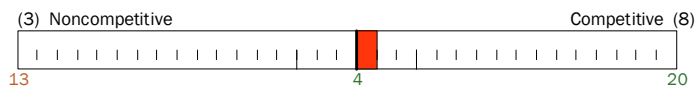
Personal evaluation

Demo is somewhat critical and skeptical towards other people. Does not believe in people and their proclaimed good intentions right away. Keeps new and unknown people at a distance. Has a certain need to know who people are before a more open and trustful co-operation can be established.

Reverse side

The reverse side may be that D.P., with his obvious skepticism towards other people's intentions, in reality is afraid of opening up. For the same reason he may be met with the same skepticism and suspicion. This might make cooperation and the possibilities of establishing lasting relationships difficult. Whether or not this is the case and what consequences this may have should be established during the dialogue.

Competitiveness



3 8

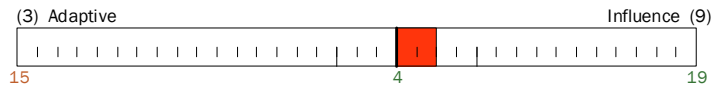
Personal evaluation

Demo feels motivated by the challenge of becoming better, doing things better and reaching higher goals. The thought or idea of winning, reaching new goals and setting new standards is a good motivation factor. On the other hand it should not be a competition against others, but a competition with others. It has to be that kind of performance where play and socializing is a part of the joy.

Reverse side

The reverse side may be that D.P. only is interested in his own goals and on D.P's own premises. In other words it may be difficult to get D.P. to participate in a more collective effort if he does not see the purpose or find it worthwhile. Explore this during the dialogue. In general it can be expected that D.P. is good at keeping himself occupied and motivated.

Influence



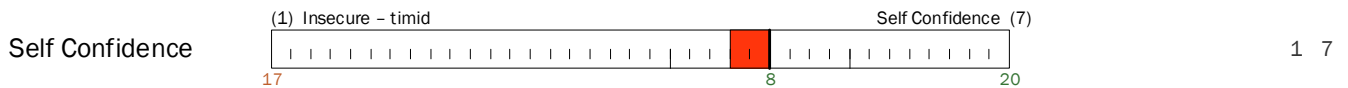
3 9

Personal evaluation

Demo does not hold back when it comes to getting his ideas and viewpoints accepted. Does not mind being in the centre and the one, who controls and conducts the process or discussion. Likes to take the initiative. Likes to give orders and comes up with criticism and suggestions without being asked, but at the same time has the ability to take a step back and allow others to try.

Reverse side

The reverse side may be that D.P. is somewhat dominating in situations and in areas that he believes to have expertise. In such situations he may not practice listening or letting others into the process. Whether or not and to what extent this is the case should be explored during the dialogue.

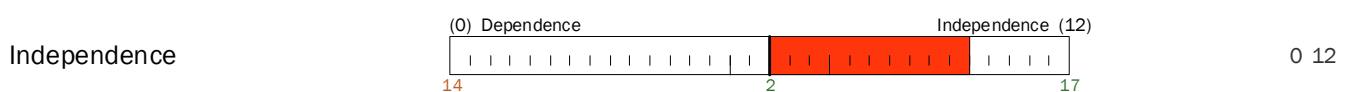


Personal evaluation

Demo has basically good confidence in himself and own abilities. Likes to throw himself into new, but comprehensible challenges. For the most part he appears to have a high level of self-confidence. Shows a certain form for modesty and respect towards people, who know more and when in situations where there is resistance and the challenges are considerable. Keeps himself going in critical and difficult situations.

Reverse side

The reverse side may be that D.P. accepts challenges and expresses his opinion in situations where his inner self-confidence is not so robust as shown to others. In general one should be able to trust that there is a good balance between accepting a challenge and the necessary self-confidence and ability to carry this out, however this should be clarified during the dialogue.

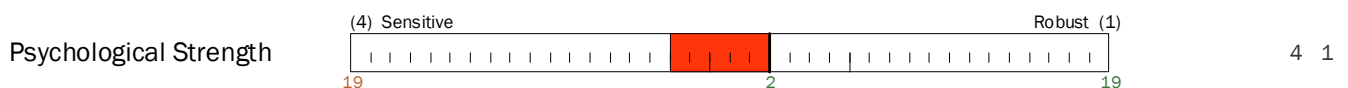


Personal evaluation

Demo is a person with a constant need for freedom and a high degree of independence. Will go his own way, regardless of whether the surroundings agree or not. Finds it difficult to accept interference in his work, regardless of whether these persons have a formal right to interfere or not. May very well listen to other people, but always follow his own decisions in the end. D.P. can be very stubborn when determined on something.

Reverse side

The reverse side may be that D.P. has such a significant need for liberty and independence that he has difficulty adapting to authorities that he does not respect, or follow guidelines that he does not agree with and instead chooses to go his own way. To what extent this is the case should be clarified during the dialogue.



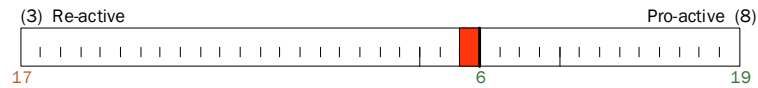
Personal evaluation

Demo is rather sensitive towards criticism and remarks that indicate he is not good enough or does not do things properly, and spends therefore a lot of energy protecting, defending and explaining himself. Is not the quickest to recover from situations, where he has felt humiliation or felt himself as a loser.

Reverse side

The reverse side may be that D.P.'s robustness and psychological strength is dependant of the situation and whoever is giving criticism. The problem may be that D.P. at a later point feels humiliated or bullied which therefore makes it difficult to rectify unfortunate consequences. Whether or not this is an issue to keep an eye on should be established during the dialogue.

## Physical Energy



3 8

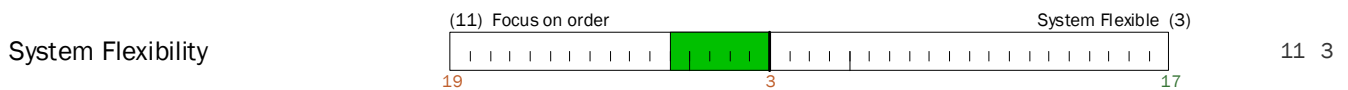
## Personal evaluation

Demo is a person, who on a physical and/or mental level does not like to keep still for too long. There has to be breaks where he is recharged, but passivity and waiting around does not fit his temper. On average, this is an energetic person with a reasonable activity level and tempo.

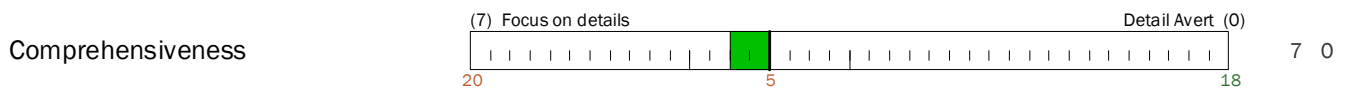
## Reverse side

The reverse side may be that D.P. is very selective in his choice of activities and efforts, so that not all tasks that are important - objectively seen - get first priority. In other words he will tend to what he finds most important first and put off the rest. Whether or not and to what degree this is the case should be clarified during the dialogue.

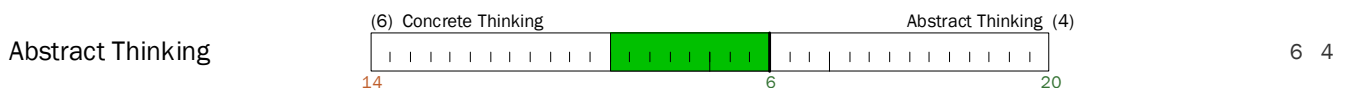
## 5. Statement Analysis



#	Statements scoring to the right	Agree	Disagree
43c	always try to plan assignments in advance		✓
54b	prefer flexibility over established rules and systems	✓	
56b	believe that being systematic is a prerequisite to effectiveness		✓
#	Statements scoring to the left	Agree	Disagree
41c	feel it's very important to have well-organized work habits	✓	
44a	am not especially good at following predetermined plans		✓
45b	don't like it when things are unorganized	✓	
46a	believe that rigid systems limit initiative		✓
50c	am not a very orderly person		✓
52d	don't have particularly well-organized work habits		✓
53a	always try to keep within the agreed parameters when completing an assignment	✓	
55c	really appreciate it when things are well-organized	✓	
57a	don't mind if things are a little unorganized around me		✓
59d	don't plan in advance what I'll do in my free time		✓
60a	always take plenty of time to organize my work	✓	



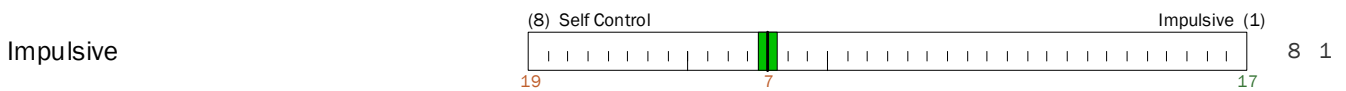
#	Statements scoring to the left	Agree	Disagree
5a	find it difficult to finish routine assignments		✓
9a	fell best when all details are in place	✓	
10c	am not particularly careful when it comes to routine tasks		✓
11a	believe it's important to keep all the details under control	✓	
12a	don't like to work with routine tasks		✓
13a	don't get bored when working with details and routine tasks	✓	
15d	prefer working with tasks that demand attention to detail	✓	



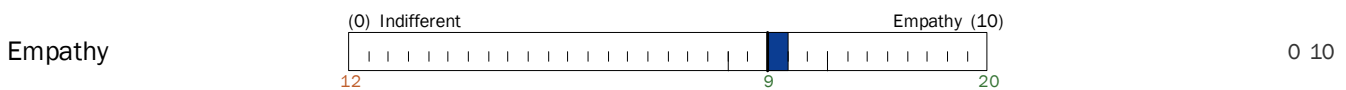
#	Statements scoring to the right	Agree	Disagree
69c	am not particularly interested in learning new things		✓
71c	am willing to spend time getting acquainted with new ideas	✓	
72d	have a feel for the creative and original	✓	
73b	find problem solving boring		✓
#	Statements scoring to the left	Agree	Disagree
61a	like to work with tasks that demand a lot of mental activity		✓
62c	would rather work with practical problems than with theoretical problems	✓	
63c	prefer working with tangible, physical problems	✓	
66a	have an inborn desire to explore the unknown		✓
67d	prefer working with practical tasks	✓	
78c	don't participate in abstract philosophical discussion	✓	



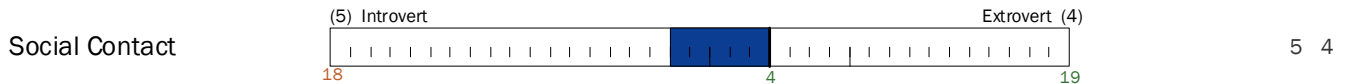
#	Statements scoring to the right	Agree	Disagree
68b	always make up my mind quickly	✓	
71d	am always very careful when I make decisions		✓
73a	don't mind taking chances	✓	
75c	am good at making quick decisions	✓	
#	Statements scoring to the left	Agree	Disagree
61d	am not the type who makes impulsive decisions	✓	
63b	the immediate mood influences my decisions		✓
64a	readily spend time trying to minimize eventual risks	✓	
65d	always make sure to protect myself from unexpected events	✓	
67a	act at times before I think		✓
69a	only make a decision after thinking things through	✓	
74d	don't mind making quick decisions		✓
76a	would like to be very sure that I make the right decisions	✓	
77a	often make quick and spontaneous decisions		✓
79c	always think carefully before making a decision	✓	
80a	like to feel sure of myself before I make a decision	✓	



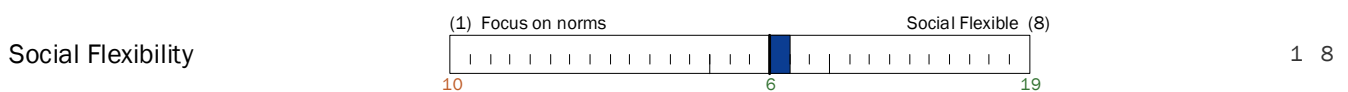
#	Statements scoring to the right	Agree	Disagree
38b	react quickly when other people annoy me	✓	
#	Statements scoring to the left	Agree	Disagree
21d	easily become depressed when I run into opposition		✓
24a	often feel uneasy and tense		✓
27b	get upset in stressful situations quite easily		✓
28d	often find it difficult to relax		✓
32b	am always quite calm and collected	✓	
35b	am a very impulsive person		✓
37a	admire people who can control their temper	✓	
39c	get upset easily		✓



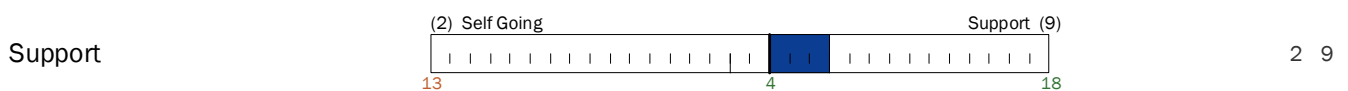
#	Statements scoring to the right	Agree	Disagree
1b	don't think much about what other people think and feel		✓
2c	am not interested in knowing why others think and act as they do		✓
3a	really try hard to understand how other people think and feel	✓	
4c	am interested in listening to what other people say	✓	
8a	don't care about other people's opinion		✓
13c	don't think so much about why other people complain		✓
14a	want to understand why other people think and act as they do	✓	
17b	usually ask others why they do things the way they do	✓	
18b	want to be able to predict how another person will act	✓	
20c	would like to be able to see things through the eyes of other people	✓	



#	Statements scoring to the right	Agree	Disagree
23b	have difficulties making new friends		✓
24b	find it easy to make contact with other people	✓	
25d	like to spend my leisure time alone		✓
31c	am too shy to talk to strangers		✓
#	Statements scoring to the left	Agree	Disagree
22d	prefer to avoid large parties and gatherings	✓	
33d	enjoy staying home alone	✓	
35a	don't need a great deal of social activity	✓	
37d	find it difficult to be alone for long periods of time		✓
40c	work best when surrounded by people		✓



#	Statements scoring to the right	Agree	Disagree
42c	prefer to be around people who stick to their principles		✓
43d	don't judge people by their appearances	✓	
48c	believe that most questions can be answered with a straight yes or no		✓
49c	believe that first impressions are always right		✓
50a	believe that most social problems can be seen from many points of view	✓	
51c	believe it's important to identify who's right and who's wrong		✓
55a	feel that many people deal too lightly with moral issues		✓
58d	believe that people without firm convictions are weak		✓
#	Statements scoring to the left	Agree	Disagree
53b	don't find it difficult to adjust to other people's norms		✓



#	Statements scoring to the right	Agree	Disagree
22b	don't care what other people think about me		✓
25b	believe everyone needs to be praised	✓	
28c	really want to have friends who back me up	✓	
29b	don't need a lot of encouragement and support when I work		✓
31b	work best when I know other people like me	✓	
33b	feel it doesn't matter so much if others like me or not		✓
34d	think that people who need praise in order to get started are weak		✓
36d	like to take the initiative without the support of others		✓
38a	don't need the support of other people to solve problems		✓
#	Statements scoring to the left	Agree	Disagree
26c	manage quite well without the support of others	✓	
30b	don't think other people's recognition and/or praise is that important to me	✓	

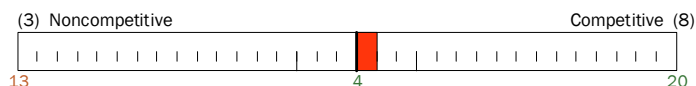
Confidence - Trust



6 1

#	Statements scoring to the right	Agree	Disagree
70d	don't particularly trust other people		✓
#	Statements scoring to the left	Agree	Disagree
64b	believe that most people are basically decent and good		✓
65c	have great confidence in other people		✓
68d	believe it's safe to trust other people		✓
75a	believe that most people try to be honest		✓
77b	don't trust other people at first glance	✓	
80b	always try to trust new people		✓

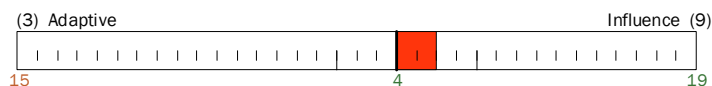
Competitiveness



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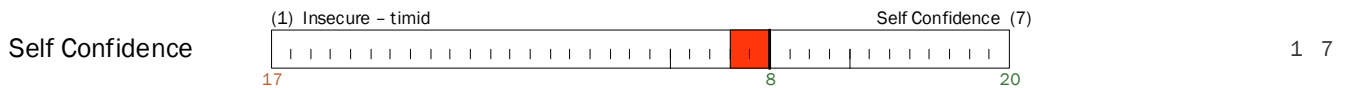
#	Statements scoring to the right	Agree	Disagree
1d	believe everything is a matter of winning	✓	
4a	think it's annoying being with people who always want to win		✓
6a	believe that the goal of every form of competition is to win	✓	
7c	feel it's extremely satisfying to be one of the best	✓	
9b	don't think giving up is disgraceful		✓
14c	don't think it's worth winning at any cost		✓
16a	believe one should always work to be better than others	✓	
20a	don't believe being better than others is so important		✓
#	Statements scoring to the left	Agree	Disagree
5b	don't think competition has anything to do with achieving good results	✓	
17d	believe the person who tries hardest achieves the most		✓
19b	believe a person who sets high goals also achieves the most		✓

Influence

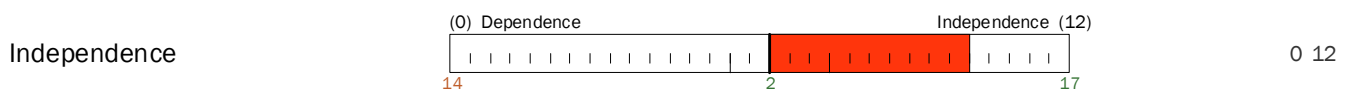


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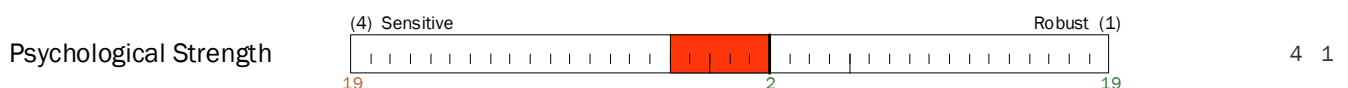
#	Statements scoring to the right	Agree	Disagree
2d	want to be able to decide for myself in the final analysis	✓	
3d	have no desire to influence others		✓
6c	perceive having power as something negative		✓
8b	want to have a definite influence on decisions	✓	
11b	am not the kind of person who wants to be able to order other people around		✓
12b	would like to have an influential position	✓	
15b	don't like giving other people orders		✓
16d	don't think it's worth the effort to strive for an influential position		✓
19a	want to be able to influence others during the decision making process	✓	
#	Statements scoring to the left	Agree	Disagree
7a	want to be the leader of the group I belong to		✓
10a	don't want to influence the way other people do things	✓	
18c	am trying to become the one who makes decisions		✓



#	Statements scoring to the right	Agree	Disagree
62d	often lose confidence in myself		✓
66d	am sure of my own abilities	✓	
70b	have a lot of self-confidence even in difficult situations	✓	
72a	often become unsure of myself		✓
74b	believe most people think I'm quite sure of myself	✓	
76d	am not particularly sure of myself		✓
78b	don't have a lot of self-confidence		✓
#	Statements scoring to the left	Agree	Disagree
79b	am always sure of myself		✓

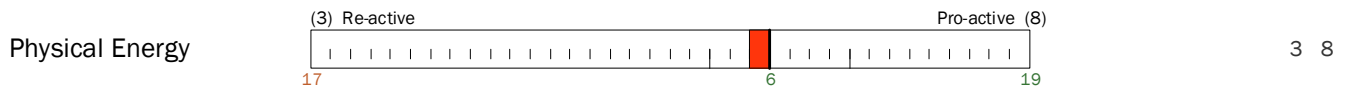


#	Statements scoring to the right	Agree	Disagree
41d	find it easy to accept other people's involvement in my work		✓
42b	appreciate being able to do what I want	✓	
46b	prefer to make decisions without the help of others	✓	
47b	want to be able to do what suits me best	✓	
48b	fight to be able to do what suits me best	✓	
49d	want to be independent and free to act according to my own desires	✓	
52b	don't like having other people tell me what to do	✓	
54a	don't have any objections to having other people make decisions for me		✓
56a	don't like having to receive orders	✓	
58a	would prefer not to have to accommodate to others	✓	
59b	believe that independence and freedom are important to me	✓	
60b	often feel that I have difficulties making decisions on my own		✓



#	Statements scoring to the right	Agree	Disagree
51b	don't believe it's a disgrace to make mistakes	✓	
#	Statements scoring to the left	Agree	Disagree
44d	avoid situations where I have been humiliated before	✓	
45c	ignore personal insults and continue working		✓
47d	seldom find myself in situations where I feel humiliated		✓
57d	think about it a lot when other people criticize me in a harsh way	✓	





#	Statements scoring to the right	Agree	Disagree
26a	am not the most energetic worker		✓
27a	take initiatives and am full of energy	✓	
29a	normally have lots of physical energy	✓	
30c	get tired far too easily		✓
32a	don't indulge in strenuous physical exercise during my leisure time		✓
36a	can manage a very heavy work load	✓	
39d	always work fast and effectively	✓	
40d	like to be physically active all day long	✓	
#	Statements scoring to the left	Agree	Disagree
21b	don't have a lot of activities going on when I'm off work	✓	
23a	prefer solving problems in peace and quiet	✓	
34b	don't like rushing from place to place or from assignment to assignment	✓	